

# The Better Tomorrow Plan Case study

## We Do

### Local communities

**OUR COMMITMENT:** We will support local community development in all the countries where we operate by 2015.



## INSERXO

Deployed on **22 sites** in France

Each year:

**10,000** beneficiaries

**3,500** individual projects

**2,500** trainees



## France

### INSERXO

Since 1990, Sodexo Justice Services has specialized in the social inclusion of offenders through the INSERXO program. It aims to integrate, train, assess and guide the prisoners on developing projects and reemployment and Sodexo accompanies them after their detention during a period of six months.

### Creating value for the prisoners and Society

**This action helps to significantly reduce recidivism and provide them with a first financial autonomy.**

### General context

Incarceration accelerates the **breaking-off process with the employment world** and **affects some of the necessary knowledge** to allow the offenders to find a secure employment on their release from prison. Many of them are often excluded before they go to prison. For these people, the professional preparation remains problematic when they live the prison.

### The INSERXO program

INSERXO includes different actions for a better management of the individual training programs in prison:

- **Integration and induction:** Collect the first integration application, assess the first difficulties, generate the envy of making plans.
- **Orientation, assessment and individual follow-up:** Assess, guide, conduct professional projects, check and validate knowledge, define a career path.
- **Professional trainings:** More than 30 training programs equivalent to a diploma or a professional status are proposed.
- **Trainings and knowledge validation:** Support the prisoner in developing his competencies. The knowledge developed thanks to Sodexo Justice Services are certified in order to keep credibility with other employers.
- **Professional preparation at the release from prison:** Identify the professional projects and set up the different professional strategies.

## A sustainable professional integration



Since 2010  
**183 ex-offenders**  
were re-employed



Key figures  
**700,000** training hours  
**105** Sodexo employees  
into the program



Site internet :  
[www.inserxo.com](http://www.inserxo.com)

### More information

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### Next steps

Sodexo is working on implementing **integration structures**, a sort of **"bridge" between the prison world and the outside world** in order to promote seamless transitions and develop the best possible social and professional output (employment, family, housing).

### Our partners

The INSERXO program is under the **Justice Ministry** and linked to different **Penal Administration** partners such as **"Pôle Emploi"** (a national employment service) or the **National Federation "Citizens and Justice"**.

### Testimonial

Manuel is an ex-offender from the Pas-de-Calais detention centre. At his release from prison, end of 2010, Emilie Duquesne from Sodexo introduced him to a temporary work agency. 15 days later he was employed as warehouseman. At the beginning he work for many short time contracts, but now they are much longer and frequent as his employers are satisfied of his work.

*"Manuel is really motivated and willing to succeed."*, said the temporary employment agency's Director.

*"I took part in a training session during my imprisonment and I graduated my CAP (Professional Aptitude Certificate) as painter"* explains Manuel. *"There are few missions in building work at the moment, but I hope to work again in this field. Thanks to Sodexo, I already have work and housing. I am back to a real life."*